DOCUMENT RESUME

ED 466 483 TM 034 222

AUTHOR Wildman, Wanda N.
TITLE Staff Survey Results, 2000-2001. E&R Report.
INSTITUTION Wake County Public School System, Raleigh, NC. Dept. of Evaluation and Research.
REPORT NO WCPSS-E&R-01.39
PUB DATE 2001-12-00
NOTE 29p.; Appended survey contains light print. For the 1999-2000 staff survey report, see ED 457 177.
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Evaluative (142) -- Tests/Questionnaires (160)
EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Academic Achievement; Administrator Attitudes; *Administrators; *Educational Quality; Elementary Secondary Education; Satisfaction; School Districts; *School Personnel; Surveys; *Teacher Attitudes
IDENTIFIERS *Wake County Public School System NC

ABSTRACT

Evaluation and Research (E&R) staff of the Wake County Public Schools (WCPSS), North Carolina, have conducted spring surveys of school staff since 1992. This report contains information from the survey distributed in March 2001. Completed surveys were returned by 5,755 staff members. Survey results indicate that in the year 2000, more staff respondents enjoyed their work, 91% as compared with 85% the previous year, and more respondents thought that the climate at their school promotes learning. More respondents believed that their building facilities were adequate, and more thought that their school promotes understanding among students from a variety of backgrounds. Among the areas of concern was the fact that only 71% of the staff thought that staff development opportunities were adequate, and nearly 30% thought that the use of drugs and alcohol affected academic achievement. More staff respondents than in the previous year thought that students who threaten each other or fight are a serious problem in the schools, and only 66% of respondents agreed that students are aware of effective ways to keep themselves from behaving violently. Two attachments contain the survey and the responses in table form. (Contains 23 figures.) (SLD)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ED 466 483

2000-2001

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

C. Dulaney

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

1

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

✓ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

STAFF SURVEY RESULTS 2000-2001

Author: Wanda N. Wildman (919) 850-1878

TM034222

E&R Report No. 01.39
Department of Evaluation and Research
December 2001

WAKE COUNTY PUBLIC SCHOOL SYSTEM

BEST COPY AVAILABLE

E&R Report No. 01.39 **December 2001**

STAFF SURVEY RESULTS 2000-2001

Author: Wanda N. Wildman (919-850-1878)

BACKGROUND

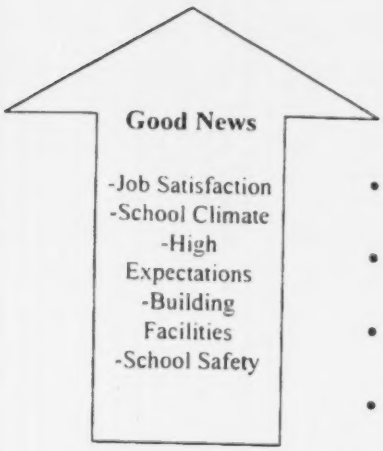
Evaluation and Research (E&R) staff have conducted spring surveys of WCPSS school staff since 1992. From the spring of 1992 through 1996 surveys were conducted annually, then changed to biannually until 2000 (1998 and 2000). The state now requires surveys to be conducted annually; therefore a staff survey was conducted in spring of 2001. Surveys have provided important information about staff perceptions of individual schools, the system overall, and specific programs and initiatives.

Other changes that have taken place are the length and content of the survey. Previously, the staff survey was two pages and roughly 55 questions. There were separate surveys for the school administrators (principals and assistant principals) and for the professionals (teachers, guidance counselors, media specialists, social workers, and nurses). In 2001, only one survey form was used for all staff (administrators and professionals combined), and the survey was limited to one page with 23 questions. No separate Building Administrator survey form was utilized in 2001. The staff surveys used at the elementary, middle, and high school levels are included as Attachment 1.

When staff survey forms were distributed, surveys of students and parents were also conducted, using randomly selected samples of each group at each school.

In March of 2001, E&R distributed 7,290 staff surveys to elementary, middle and high schools. 5,755 surveys were returned, resulting in a return rate of approximately 80% at each of the levels. This rate is a slightly better return rate than from the survey conducted in April 2000.

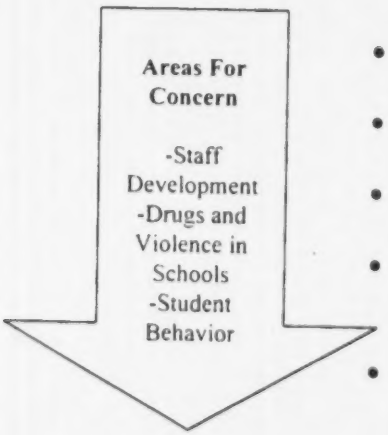
RESULTS SUMMARY



GOOD NEWS

Compared to the previous survey conducted in April, 2000:

- More staff respondents enjoy their work (up from 85 to 91%).
- More respondents felt the climate at their school promotes student learning.
- More respondents agreed that staff members had high expectations for all children (up from 84 to 87%).
- More respondents believed that their building facilities were adequate (up from 69 to 72%).
- More staff respondents felt their school promotes understanding among students from a variety of backgrounds (up from 77 to 82%).



AREAS FOR CONCERN

- Only 71% of the staff respondents felt that staff development opportunities were adequate.
- 41% of the respondents felt violent behavior affected academic achievement.
- Nearly 30% felt the use of drugs and alcohol affected academic achievement.
- More staff respondents agreed that students who threaten or fight with other students were a serious problem (up from 20% in 2000 to 23% in 2001).
- Only 66% of respondents agreed that students are aware of effective ways to keep themselves from behaving violently, and less than 50% felt their students are aware of effective ways to react if they became a bystander to violence.

More detail on all of the findings is provided in the following section.

2000-2001 RESPONSE PATTERNS

TEACHER SATISFACTION

Figure 1 shows that more professionals agreed that they enjoy their work than in the prior two surveys. Overall across levels, 91% of the professionals agreed or strongly agreed that they enjoy their work, up six points from both 2000 and 1998 survey results of 85%.

Figure 1: Response to Survey Item:
I enjoy my work.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2916	3.94	6.00	90.05
Middle	1343	2.90	5.44	91.66
High	1440	2.15	5.63	92.23
Overall	5699	3.24	5.77	90.98
1999-2000		5.40	9.40	85.20
1997-1998		5.70	9.20	85.00

(Note: The numbers shown under answer options in all figures in this report are percentages of all responses received.)

While professionals enjoy their work, responses indicate that staff development opportunities do not meet the needs of nearly one-third of the professionals across school levels. Figure 2 shows that both middle and high school professionals were less likely than their elementary school peers to agree or strongly agree that staff development opportunities are adequate.

Figure 2: Response to Survey Item:
Staff development opportunities meet the needs of teachers at this school.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2918	10.17	15.22	74.61
Middle	1338	11.96	20.55	67.49
High	1428	13.65	18.91	67.44
Overall	5684	11.47	17.40	71.13

These were the only two questions related to personal job satisfaction on this year's survey.

SCHOOL CLIMATE

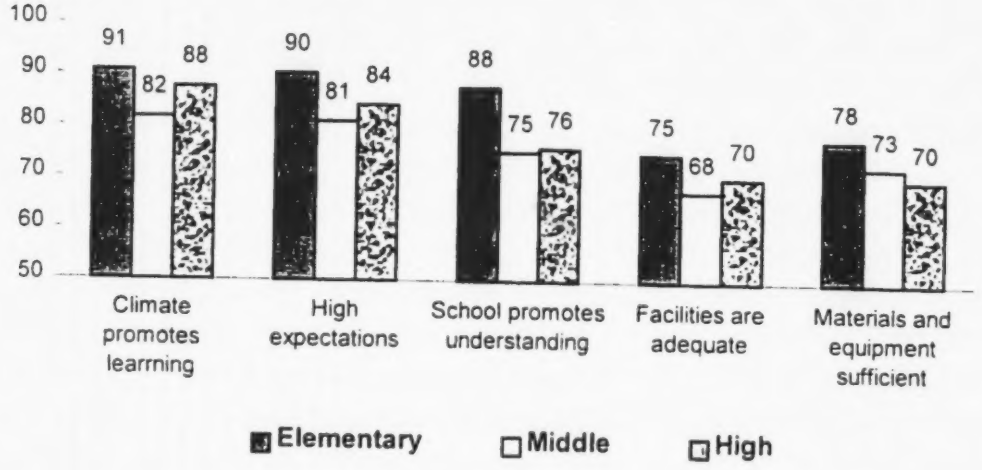
Figure 3 illustrates the generally positive patterns of responses at each school level about various facets of school climate.

As in past years, staff at all levels (elementary, middle and high school) were generally pleased with their school climate, the high expectations set for all students, and the school's promotion of understanding among students from a variety of backgrounds. Further, compared to the same questions in the surveys of 1998 and 2000, the responses of 2001 were even more positive, gaining 1.7%, 3% and nearly 5% respectively.

Less than three quarters of the staff were satisfied with the school facilities, or felt the school had the necessary materials and equipment needed by staff.

As with previous years, elementary staff were somewhat more satisfied than secondary staff, with middle school staff being the least satisfied.

Figure 3: Positive Responses (agreed or strongly agreed) to School Climate Issues Broken down by School Level



Figures 4 through 8 show the specific results for each of the issues related to school climate.

Figure 4: Response to Survey Item:
The climate at this school promotes student learning.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2926	3.35	5.78	90.87
Middle	1336	7.26	11.00	81.74
High	1438	4.17	8.14	87.69
Overall	5700	4.47	7.60	87.93
1999-2000		5.50	8.40	86.20
1997-1998		6.50	8.60	85.00

Figure 5: Response to Survey Item:
The staff members at this school have high expectations for all students.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2930	2.90	6.69	90.41
Middle	1339	7.10	11.87	81.03
High	1433	5.58	10.12	84.30
Overall	5702	4.56	8.77	86.67
1999-2000		7.50	8.90	83.60
1997-1998		8.60	9.20	82.20

Figure 6: Response to Survey Item:
This school promotes understanding among students from a variety of backgrounds.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2921	3.18	8.97	87.85
Middle	1335	10.41	14.38	75.20
High	1436	8.35	15.60	76.04
Overall	5692	6.18	11.91	81.90
1999-2000		9.80	13.20	77.00
1997-1998		10.00	13.50	76.50

Figure 7: Response to Survey Item:
This school has facilities that are adequate to meet the needs of the students.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2926	16.58	8.51	74.92
Middle	1344	21.66	10.71	67.63
High	1434	18.20	11.44	70.36
Overall	5704	18.18	9.76	72.06
1999-2000		25.30	5.10	69.50
1997-1998		25.00	3.40	71.60

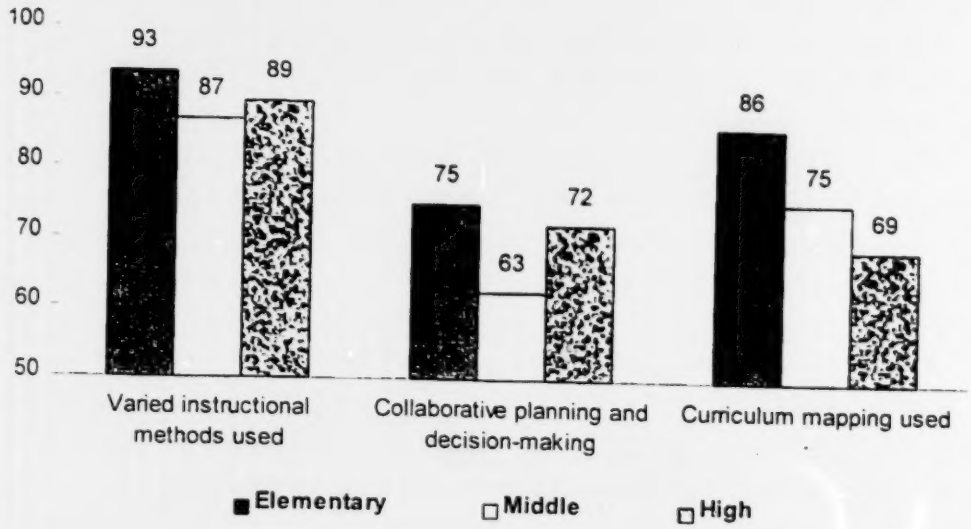
Figure 8: Response to Survey Item:
This school has necessary materials and equipment needed by the staff.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2918	13.37	8.74	77.89
Middle	1332	16.82	10.59	72.60
High	1431	18.10	11.60	70.30
Overall	5681	15.37	9.89	74.74

SCHOOL INSTRUCTION

There were three statements regarding school instruction on the 2001 Staff Survey. Two were specifically related to the instructional methods used in classrooms. Figure 9 illustrates the patterns of responses at each school level regarding facets of school instruction.

Figure 9: Positive Responses (Agreed or Strongly Agreed) to School Instruction Issues broken down by School Level



As Figure 10 shows, a high percentage of staff members of all levels agreed that a variety of instructional methods were used to meet student needs. Figure 11, however, refers primarily to a specific instructional method—curriculum mapping—and the results were more variable: 86% of the staff in elementary schools indicated that they used curriculum mapping to align lessons, whereas only 75% of middle school staff and 69% of high school staff indicated that they used this method.

Figure 10: Response to Survey Item:
This school's staff members use a variety of instructional methods to meet student needs.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2933	1.46	5.18	93.35
Middle	1345	3.05	10.12	86.76
High	1441	2.22	8.40	89.38
Overall	5719	2.03	7.15	90.80

Figure 11: Response to Survey Item:
I use techniques such as curriculum mapping to align my lessons.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2872	5.78	8.11	86.11
Middle	1283	9.44	15.20	75.37
High	1389	10.52	20.66	68.83
Overall	5544	7.81	12.90	79.30

A third statement on the survey that related to School Instruction referred to the school as a whole, not individual classroom practices. The percentage of staff members who agreed or strongly agreed there was collaborative planning and decision-making at their school declined slightly from previous years. The percentage at the middle school level was much lower than the other two levels, with only 62% agreeing this occurred at their school.

Figure 12: Response to Survey Item:
There is collaborative planning and decision-making in this school.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2939	13.50	11.74	74.75
Middle	1334	18.89	18.67	62.45
High	1444	12.12	15.79	72.09
Overall	5717	14.41	14.38	71.21
1999-2000		14.90	11.90	73.20
1997-1998		13.60	12.20	74.10

SAFETY

School is a Safe Place

As shown in Figure 13, 90% of the 5,738 staff respondents agreed or strongly agreed that their school was a safe place to work. However, there were significantly fewer middle school respondents that agreed or strongly agreed (85%) than any other level. The differences in specific responses are largest in the Uncertain category (chosen by 10% of middle school staff) and the Strongly Agree category (chosen by 29% of middle school staff).

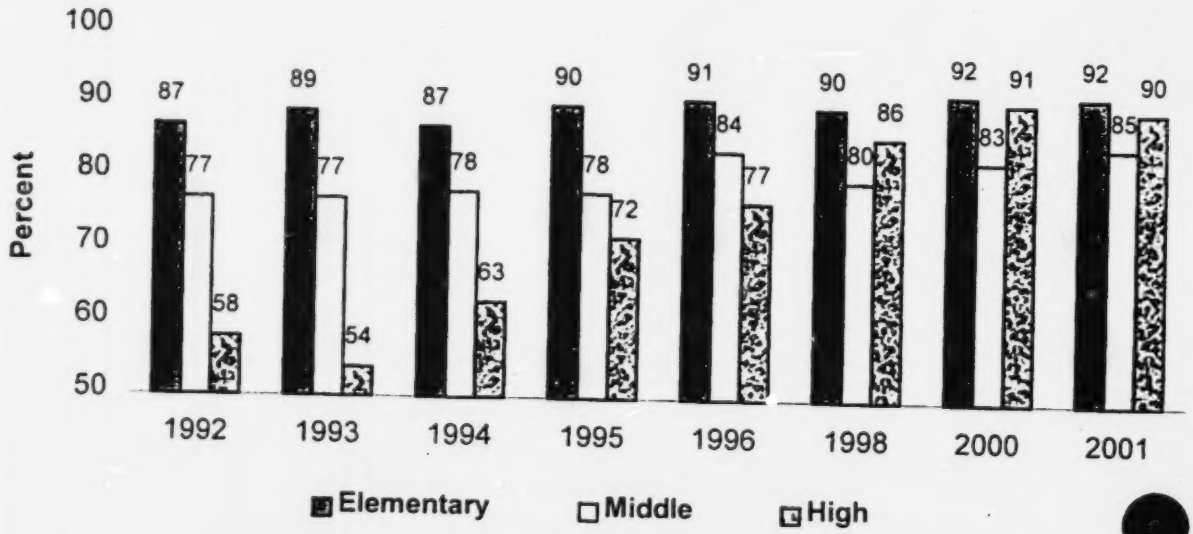
Figure 13: Response to Survey Item:
School is a safe place to work.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2943	3.06	4.66	92.29
Middle	1348	4.97	10.24	84.79
High	1447	1.93	7.95	90.11
Overall	5738	3.22	6.80	89.98

While the staff members at the middle school level felt less safe than staff members at other schools, it is important to note that more staff members are feeling safer with each passing survey year. Figure 14 shows the comparisons between years, and all levels show improvement over time as indicated in the following findings:

- At the elementary level, responses through the years have remained fairly consistent, ranging from a low of 87% in 1992 and 1994 up to 92% in 2000 and 2001.
- At the middle school level, positive responses increased, from a low of 77% in both 1992 and 1993 to a high of 85% in 2001.
- At the high school level, positive responses increased significantly, from 58% in 1992 to a low of 54% in 1993 then increasing each year to a high of 91% in 2000, and edging down to 90% in 2001.

Figure 14: Staff Survey Responses from 1992 to 2001
School is a safe place.



School Safety From Different Perspectives

Figure 15 compares the staff responses to the student and parent responses to the same statement that "My school is a safe place."

Figure 15: All Level Response to Survey Item: School is a safe place.

	Students N = 12,187			Parents N = 7,962			Staff N = 5,738		
	ES	MS	HS	ES	MS	HS	ES	MS	HS
Disagree	2.86	7.49	7.69	1.96	5.45	6.61	3.06	4.97	1.93
Undecided	11.96	24.79	22.96	5.28	13.20	17.21	4.66	10.24	7.95
Agree	85.18	67.72	69.35	92.75	81.35	76.18	92.29	84.79	90.11
# Responses	6504	3070	2613	4487	1947	1528	2943	1348	1447

This table shows several important comparisons:

- Overall, while 90% of the staff agreed that school is a safe place, only 87% of the parents, and 77% of the students agreed or strongly agreed with that statement.
- Variation by level is larger among parents and students. 93% of elementary parent survey respondents agreed or strongly agreed that school is a safe place and only 76% of high school parents. Middle school parents tallied 81%.
- While 85% of the elementary student survey respondents agreed or strongly agreed that school is a safe place, both middle school and high school students tallied significantly lower – 68% and 69% respectively.
- While fewer secondary parents and students agreed that their school is a safe place, only small percentages disagreed. More middle school and high school parents and students chose Uncertain as their response.

Violence and Drugs at School

There were several questions on the 2001 Staff Survey that related to violence and drugs at school. Overall, violence and drugs were a problem area at all levels of school – elementary, middle and high. However, upon closer review, these issues should be addressed separately. Staff responses indicated that violence was a significant issue at the elementary and middle school level and slightly less of an issue at the high school level. Drugs, on the other hand, were primarily a critical issue at the high school level, and less so at the elementary and middle school levels.

Figures 16 and 17 show the results of violence and drug related issues for elementary, middle and high school staff respondents. In Figure 16, the percentage that agreed or strongly agreed should be high, but they are not very high in two of the three issues. Figure 17 is the opposite where low percentages are the goal, however these are not low at all.

Figure 16: Summary Graph of Responses to Violence and Drug Issues
(High Agreement is Good)

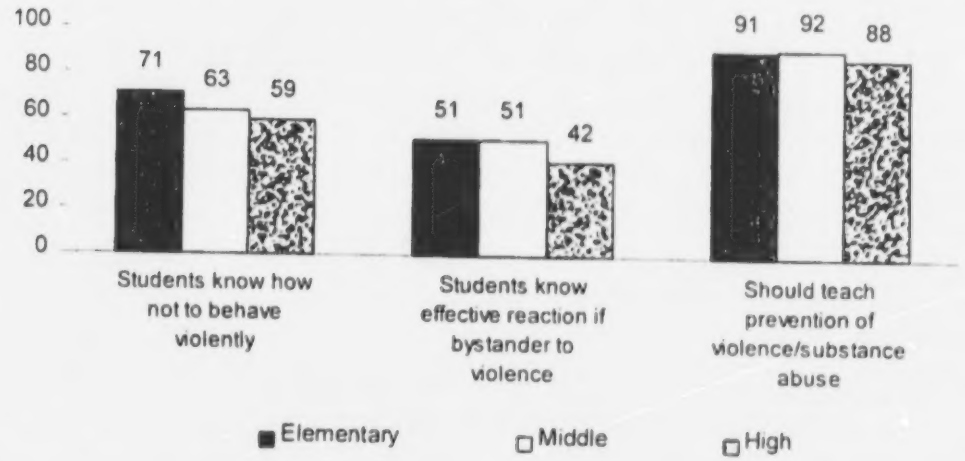


Figure 17: Summary Graph of Responses to Violence and Drug Issues
(Low Agreement is Good)

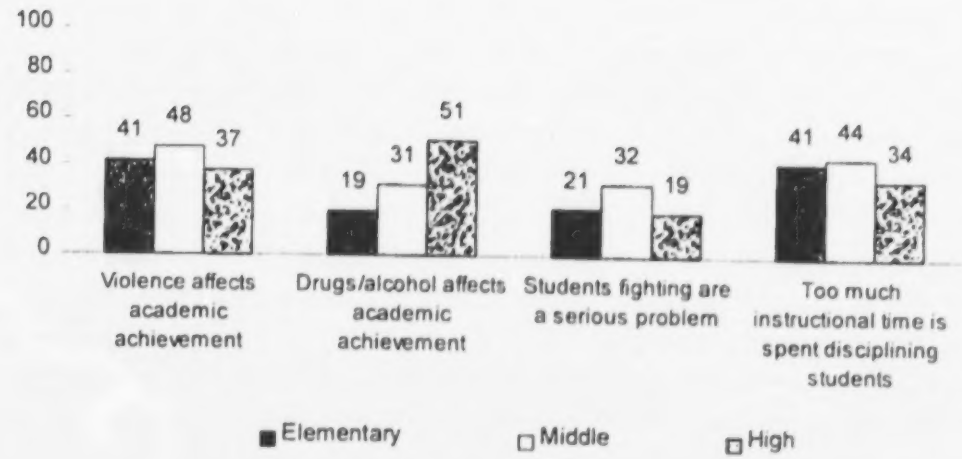


Figure 18 shows that, overall, the majority of staff respondents agreed or strongly agreed that students were aware of effective ways to keep themselves from behaving violently. However, these percentages are not as high as some people might want. Only 71% of elementary staff respondents, 63% of middle school respondents, and 59% of high school respondents felt their students knew effective ways to keep themselves from behaving violently.

Figure 18: Responses to Survey Item:
Students at this school are aware of effective ways to keep themselves from behaving violently.

		Combined Answer Options		
2000-2001 Results	**N**	**DS/D**	**Uncertain**	**SA/A**
Elementary	2930	8.94	20.31	70.75
Middle	1338	12.55	24.66	62.78
High	1418	10.23	30.47	59.31
Overall	5686	10.11	23.87	66.02

As was the case in the previous item, Figure 19 shows that the percentages of staff respondents who agreed or strongly agreed that their students would know how to react if they became a bystander to violence are low. Only one half of the elementary and middle school staff respondents felt their students would know how to react, and just 44% of the high school staff respondents. As with some other questions, there was a high level of uncertainty at all three levels.

Figure 19: Responses to Survey Item:
Students at this school are aware of effective ways to react if they become a bystander to violence.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2892	10.75	38.45	50.80
Middle	1324	15.03	34.29	50.68
High	1423	14.34	41.95	43.71
Overall	5639	12.66	38.36	48.98

Figure 20 shows that 48% of the middle school staff members agreed that violent behavior affects academic achievement, and 41% of elementary school members believed violent behavior affects academics. Only 37% of the high school staff members agreed with the statement.

Figure 20: Responses to Survey Item:
Violent behavior affects academic achievement in this school.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2912	46.81	12.33	40.86
Middle	1330	36.99	14.74	48.27
High	1439	47.04	15.71	37.25
Overall	5681	44.57	13.75	41.68

As shown in Figure 21, nearly one quarter of the staff members at all levels agreed or strongly agreed that students who threaten or fight with other students are a serious problem at their school. Responses to this statement have shown little change from previous years when 21% to 24% of the staff members agreed with the statement.

This issue is particularly problematic at the middle school level, with 32% of the staff respondents in agreement. This is 11% higher than at elementary schools. High school staff respondents tallied the lowest percentage, with only 19% in agreement.

Figure 21: Responses to Survey Item:
Students who threaten or fight with other students are a serious problem at this school.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2933	63.11	15.55	21.34
Middle	1338	49.18	18.68	32.14
High	1442	59.43	21.15	19.42
Overall	5713	58.92	17.70	23.38
1999-2000		66.10	13.10	20.80
1997-1998		61.40	14.70	23.90

Since Figures 18 through 21 show that undesirably large percentages of staff respondents agreed or strongly agreed that violent behavior is a problem at their school, it is not surprising that Figure 22 shows that 44% of the middle school respondents agreed that they spend too much instructional time disciplining students. 41% of elementary staff respondents and 34% of high school staff respondents also agreed or strongly agreed that too much time is spent disciplining students.

Even though the overall percentage of respondents that agreed or strongly agreed with this issue is 3% less than the previous survey results (43%), respondents clearly agreed it is an issue at their school.

Figure 22: Responses to Survey Item
I spend too much instructional time disciplining students.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2921	50.67	8.83	40.50
Middle	1325	45.81	10.11	44.07
High	1420	56.13	9.79	34.08
Overall	5666	50.90	9.37	39.73
1999-2000		45.70	11.30	43.00

Figure 23 shows that an average of 92% of all school staff respondents agreed or strongly agreed that schools should teach the prevention of violence and substance abuse. High school staff agreement was slightly lower which may indicate a problem given the responses shown in Figures 18 and 19.

Figure 23: Responses to Survey Item:
Schools should teach the prevention of violence and substance abuse.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2931	1.67	5.53	92.80
Middle	1335	2.92	4.64	92.44
High	1436	3.21	8.50	88.30
Overall	5702	2.35	6.07	91.58

While violent behavior is perceived as impacting academic achievement at the middle school level, the use of drugs and alcohol was seen as affecting academic achievement at the high school level. More than 50% of the high school staff respondents agreed or strongly agreed that the use of drugs and alcohol affected the academic achievement of students at their school.

Overall, almost 30% of the staff respondents agreed or strongly agreed that drugs and alcohol were a problem at their school, as shown in Figure 24. It was not only an issue at the high school level, but staff members at the middle and elementary levels also believed this to be a problem (31% and 19% respectively).

It should be noted that these percentages were very similar in the previous two surveys.

Figure 24: Responses to Survey Item:
The use of drugs and alcohol affects academic achievement in this school.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2911	70.15	11.30	18.55
Middle	1334	45.57	23.91	30.51
High	1435	25.37	23.34	51.29
Overall	5680	53.06	17.30	29.63
1999-2000		48.70	21.50	29.90
1997-1998		48.40	22.40	29.30

The WAVELINE: "Save A Friend"

The WAVELINE: "Save A Friend" Tipline program was put into place by Governor Hunt in February of 2000. The WAVELINE telephone hotline is available for students, parents and community members to anonymously call in concerns that they may have about friends and/or acquaintances involved in violence and/or substance abuse activities. As this program is new, and the promotion and marketing is still in its infancy, two questions were put on the survey form to track its progress.

Figure 25 shows that most staff members were not aware of the WAVELINE "Save a Friend" Tipline. Only 39% of the middle school staff respondents and 22% of the elementary school staff respondents knew of the Tipline initiative.

Figure 25: Responses to Survey Item:
Staff at this school have been made aware of the WAVE Safe Schools (Save A Friend) Tipline.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2898	38.06	39.92	22.01
Middle	1330	29.85	30.90	39.24
High	1426	28.26	34.01	37.72
Overall	5654	33.66	36.31	30.03

Most respondents agreed that the Tipline is a good idea. However, while hardly anyone disagreed, 20% were uncertain, which might reflect the lack of awareness indicated in the prior item.

Figure 26: Responses to Survey Item:
Having the Safe Schools anonymous telephone Tipline for keeping schools and students safe is a good idea.

		Combined Answer Options		
2000-2001 Results	N	DS/D	Uncertain	SA/A
Elementary	2916	2.85	24.42	72.74
Middle	1341	2.31	16.85	80.84
High	1432	1.75	15.78	82.47
Overall	5689	2.45	20.46	77.10

NEED MORE INFORMATION?

Complete results for individual schools and the appropriate school level have been provided to each school principal and can be obtained from the Department of Evaluation and Research. If you have questions about the staff survey, call Wanda N. Wildman at (919) 850-1878 or send e-mail to wwildman@wcpss.net.

Attachment 1(a)

STAFF SURVEY - ELEMENTARY

USE PENCIL ONLY

Please use a pencil to darken the bubble beside your school's name.

- ○ Adams
- ○ Apex
- ○ Aversboro
- ○ Baileywick
- ○ Baucom
- ○ Brassfield
- ○ Brentwood
- ○ Briarcliff
- ○ Brooks
- ○ Bugg
- ○ Carver
- ○ Cary
- ○ Combs
- ○ Conn
- ○ Creech Rd.
- ○ Davis Drive
- ○ Dillard Drive
- ○ Douglas
- ○ Durant Rd.
- ○ Farmington Woods
- ○ Fox Road
- ○ Fuller
- ○ Fuquay-Varina
- ○ Green
- ○ Green Hope
- ○ Hilburn
- ○ Holly Springs
- ○ Hodge Road
- ○ Hunter
- ○ Jeffreys Grove
- ○ Jones Dairy
- ○ Joyner
- ○ Kingswood
- ○ Knightdale
- ○ Lacy
- ○ Leesville Road
- ○ Lead Mine
- ○ Lincoln Heights
- ○ Lockhart
- ○ Lynn Road
- ○ Middle Creek
- ○ Millbrook
- ○ Morrisville
- ○ North Ridge
- ○ Northwoods
- ○ Oak Grove
- ○ Olds
- ○ Olive Chapel
- ○ Partnership
- ○ Penny Road
- ○ Pleasant Union
- ○ Poe
- ○ Powell
- ○ Rand Road
- ○ Reedy Creek
- ○ Rolesville
- ○ Root
- ○ Salem
- ○ Smith
- ○ Stough
- ○ Swift Creek
- ○ Timber Drive
- ○ Underwood
- ○ Vance
- ○ Vandora Springs
- ○ Wake Forest
- ○ Wakefield
- ○ Washington
- ○ Weatherstone
- ○ Wendell
- ○ West Lake
- ○ Wilburn
- ○ Wildwood Forest
- ○ Wiley
- ○ Willow Springs
- ○ Yates Mill
- ○ York
- ○ Zebulon

1. **Please darken the bubble indicating the category that best describes your job.**
   ○ Regular/Core area teacher ○ Special area/electives teacher ○ Special Education teacher ○ Other

Please darken the bubble indicating whether you strongly agree (SA) or agree (A) or are uncertain (U) or disagree (D) or strongly disagree (SD) with the following statements:

	SA	A	U	D	SD
2. I enjoy my work.	○	○	○	○	○
3. This school is a safe place to work.	○	○	○	○	○
4. The climate at this school promotes student learning.	○	○	○	○	○
5. The staff members at this school have high expectations for all students.	○	○	○	○	○
6. Staff development opportunities meet the needs of teachers at this school.	○	○	○	○	○
7. This school has facilities that are adequate to meet the needs of the students.	○	○	○	○	○
8. This school has necessary materials and equipment needed by the staff.	○	○	○	○	○
9. This school's staff members use a variety of instructional methods to meet student needs.	○	○	○	○	○
10. There is collaborative planning and decision-making in this school.	○	○	○	○	○
11. I use techniques such as curriculum mapping to align my lessons.	○	○	○	○	○
12. This school promotes understanding among students from a variety of backgrounds.	○	○	○	○	○
13. Students at this school are aware of effective ways to keep themselves from behaving violently.	○	○	○	○	○
14. Students at this school are aware of effective ways to react if they become a bystander to violence.	○	○	○	○	○
15. Staff at this school have been made aware of the WAVE Safe Schools (Save A Friend) Tipline.	○	○	○	○	○
16. Having the Safe Schools anonymous telephone tipline for keeping schools and students safe is a good idea.	○	○	○	○	○
17. Schools should teach the prevention of violence and substance abuse.	○	○	○	○	○
18. Violent behavior affects academic achievement in this school.	○	○	○	○	○
19. The use of drugs and alcohol affects academic achievement in this school.	○	○	○	○	○
20. Students who threaten or fight with other students are a serious problem at this school.	○	○	○	○	○
21. I spend too much instructional time disciplining students.	○	○	○	○	○

22. **Approximately how many times did you refer a student to an administrator for discipline this academic year?**
    ○ 0 ○ 1 - 5 ○ 6 - 10 ○ 11 - 15 ○ 16 - 20 ○ More than 20

23. **How often do you communicate with parents in each of the following ways?**

	Always	Frequently	Sometimes	Never
I give parents written interim reports during grading periods.	○	○	○	○
I request that parents sign off on homework.	○	○	○	○
I give parents examples of student work that meets high standards.	○	○	○	○
I give parents positive phone calls or notes when their children's performance improves at school.	○	○	○	○

Attachment 1(b)

STAFF SURVEY - MIDDLE SCHOOLS

USE PENCIL ONLY

Please use a pencil to darken the bubble beside your school's name.

Apex	Durant Road	Leesville Road	Wake Forest-Rolesville
Carnage	East Cary	Ligon	Wakefield
Carroll	East Garner	Lufkin Road	West Cary
Centennial Campus	East Millbrook	Martin	West Lake
Daniels	East Wake	Mt. Vernon	West Millbrook
Davis Drive	Fuquay-Varina	North Garner	Zebulon
Dillard Drive			

1. **Please darken the bubble indicating the category that best describes your job.**
   Regular/Core area teacher Special area/electives teacher Special Education teacher Other

Please darken the bubble indicating whether you strongly agree (SA) or agree (A) or are uncertain (U) or disagree (D) or strongly disagree (SD) with the following statements:

	SA	A	U	D	SD
2. I enjoy my work.					
3. This school is a safe place to work.					
4. The climate at this school promotes student learning.					
5. The staff members at this school have high expectations for all students.					
6. Staff development opportunities meet the needs of teachers at this school.					
7. This school has facilities that are adequate to meet the needs of the students.					
8. This school has necessary materials and equipment needed by the staff.					
9. This school's staff members use a variety of instructional methods to meet student needs.					
10. There is collaborative planning and decision-making in this school.					
11. I use techniques such as curriculum mapping to align my lessons.					
12. This school promotes understanding among students from a variety of backgrounds.					
13. Students at this school are aware of effective ways to keep themselves from behaving violently.					
14. Students at this school are aware of effective ways to react if they become a bystander to violence.					
15. Staff at this school have been made aware of the WAVE Safe Schools (Save A Friend) Tipline.					
16. Having the Safe Schools anonymous telephone tipline for keeping schools and students safe is a good idea.					
17. Schools should teach the prevention of violence and substance abuse.					
18. Violent behavior affects academic achievement in this school.					
19. The use of drugs and alcohol affects academic achievement in this school.					
20. Students who threaten or fight with other students are a serious problem at this school.					
21. I spend too much instructional time disciplining students.					

22. **Approximately how many times did you refer a student to an administrator for discipline this academic year?**
    0 1 - 5 6 - 10 11 - 15 16 - 20 More than 20

23. **How often do you communicate with parents in each of the following ways?**

	Always	Frequently	Sometimes	Never
I give parents written interim reports during grading periods.				
I request that parents sign off on homework.				
I give parents examples of student work that meets high standards.				
I give parents positive phone calls or notes when their children's performance improves at school.				

STAFF SURVEY - HIGH SCHOOLS

USE PENCIL ONLY

Please use a pencil to darken the bubble beside your school's name.

- Apex
- Athens Drive
- Broughton
- Cary
- East Wake
- Enloe
- Fuquay-Varina
- Garner
- Green Hope
- Leesville Road
- Longview
- Millbrook
- Phillips
- Sanderson
- Southeast Raleigh
- Wakefield
- Wake Forest-Rolesville

1. **Please darken the bubble indicating the category that best describes your job.**
   Regular/Core area teacher Special area/electives teacher Special Education teacher Other

Please darken the bubble indicating whether you strongly agree (SA) or agree (A) or are uncertain (U) or disagree (D) or strongly disagree (SD) with the following statements:

	SA	A	U	D	SD
2. I enjoy my work.					
3. This school is a safe place to work.					
4. The climate at this school promotes student learning.					
5. The staff members at this school have high expectations for all students.					
6. Staff development opportunities meet the needs of teachers at this school.					
7. This school has facilities that are adequate to meet the needs of the students.					
8. This school has necessary materials and equipment needed by the staff.					
9. This school's staff members use a variety of instructional methods to meet student needs.					
10. There is collaborative planning and decision-making in this school.					
11. I use techniques such as curriculum mapping to align my lessons.					
12. This school promotes understanding among students from a variety of backgrounds.					
13. Students at this school are aware of effective ways to keep themselves from behaving violently.					
14. Students at this school are aware of effective ways to react if they become a bystander to violence.					
15. Staff at this school have been made aware of the WAVE Safe Schools (Save A Friend) Tipline.					
16. Having the Safe Schools anonymous telephone tipline for keeping schools and students safe is a good idea.					
17. Schools should teach the prevention of violence and substance abuse.					
18. Violent behavior affects academic achievement in this school.					
19. The use of drugs and alcohol affects academic achievement in this school.					
20. Students who threaten or fight with other students are a serious problem at this school.					
21. I spend too much instructional time disciplining students.					

22. **Approximately how many times did you refer a student to an administrator for discipline this academic year?**
    0 1 - 5 6 - 10 11 - 15 16 - 20 More than 20

23. **How often do you communicate with parents in each of the following ways?**

	Always	Frequently	Sometimes	Never
I give parents written interim reports during grading periods.				
I request that parents sign off on homework.				
I give parents examples of student work that meets high standards.				
I give parents positive phone calls or notes when their children's performance improves at school.				

Attachment 2
Staff Survey 2000-2001 Results

Question: I enjoy my work.

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2916	0.65	3.29	6.00	45.40	44.65	3.94	6.00	90.05
Middle	1343	0.67	2.23	5.44	45.12	46.54	2.90	5.44	91.66
High	1440	0.21	1.94	5.63	44.31	47.92	2.15	5.63	92.23
Overall	5699	0.54	2.70	5.77	45.06	45.92	3.24	5.77	90.98
				1999-2000			5.40	9.40	85.20
				1997-1998			5.70	9.20	85.00

Question: This school is a safe place to work.

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2943	0.41	2.65	4.66	49.51	42.78	3.06	4.66	92.29
Middle	1348	1.04	3.93	10.24	55.34	29.45	4.97	10.24	84.79
High	1447	0.41	1.52	7.95	57.08	33.03	1.93	7.95	90.11
Overall	5738	0.56	2.67	6.80	52.79	37.19	3.22	6.80	89.98

Question: Our school climate promotes student learning.

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2926	0.17	3.18	5.78	49.38	41.49	3.35	5.78	90.87
Middle	1336	0.75	6.51	11.00	56.29	25.45	7.26	11.00	81.74
High	1438	0.21	3.96	8.14	60.57	27.12	4.17	8.14	87.69
Overall	5700	0.32	4.16	7.60	53.82	34.11	4.47	7.60	87.93
				1999-2000			5.50	8.40	86.20
				1997-1998			6.50	8.60	85.00

Question: The staff members at this school have high expectations for all students.

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2930	0.41	2.49	6.69	47.13	43.28	2.90	6.69	90.41
Middle	1339	0.60	6.50	11.87	53.02	28.01	7.10	11.87	81.03
High	1433	0.07	5.51	10.12	57.43	26.87	5.58	10.12	84.30
Overall	5702	0.37	4.19	8.77	51.10	35.57	4.56	8.77	86.67
				1999-2000			7.50	8.90	83.60
				1997-1998			8.60	9.20	82.20

Question: Staff development opportunities meet the needs of teachers at this school.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2918	1.23	8.94	15.22	52.33	22.28	10.17	15.22	74.61
Middle	1338	1.87	10.09	20.55	52.84	14.65	11.96	20.55	67.49
High	1428	1.89	11.76	18.91	53.43	14.01	13.65	18.91	67.44
Overall	5684	1.55	9.92	17.40	52.73	18.41	11.47	17.40	71.13

Question: This school has facilities that are adequate to meet the needs of the students.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2926	3.08	13.50	8.51	49.83	25.09	16.58	8.51	74.92
Middle	1344	4.99	16.67	10.71	47.62	20.01	21.66	10.71	67.63
High	1434	3.07	15.13	11.44	49.37	20.99	18.20	11.44	70.36
Overall	5704	3.53	14.66	9.76	49.19	22.86	18.18	9.76	72.06
				1999-2000			25.30	5.10	69.50
				1997-1998			25.00	3.40	71.60

Question: This school has necessary materials and equipment needed by the staff.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2918	1.82	11.55	8.74	52.43	25.46	13.37	8.74	77.89
Middle	1332	1.88	14.94	10.59	53.68	18.92	16.82	10.59	72.60
High	1431	2.59	15.51	11.60	51.85	18.45	18.10	11.60	70.30
Overall	5681	2.03	13.34	9.89	52.58	22.16	15.37	9.89	74.74

Question: This school's staff members use a variety of instructional methods to meet student needs.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2933	0.10	1.36	5.18	52.78	40.57	1.46	5.18	93.35
Middle	1345	0.22	2.83	10.12	58.36	28.40	3.05	10.12	86.76
High	1441	0.28	1.94	8.40	59.82	29.56	2.22	8.40	89.38
Overall	5719	0.17	1.85	7.15	55.87	34.93	2.03	7.15	90.80

Question: There is collaborative planning and decision-making in this school.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2939	3.16	10.34	11.74	50.56	24.19	13.50	11.74	74.75
Middle	1334	4.95	13.94	18.67	46.03	16.42	18.89	18.67	62.45
High	1444	2.15	9.97	15.79	54.78	17.31	12.12	15.79	72.09
Overall	5717	3.32	11.09	14.38	50.57	20.64	14.41	14.38	71.21
				1999-2000			14.90	11.90	73.20
				1997-1998			13.60	12.20	74.10

Question: I use techniques such as curriculum mapping to align my lessons.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2872	0.63	5.15	8.11	55.99	30.12	5.78	8.11	86.11
Middle	1283	0.94	8.50	15.20	57.52	17.85	9.44	15.20	75.37
High	1389	1.30	9.22	20.66	51.12	17.71	10.52	20.66	68.83
Overall	5544	0.87	6.94	12.90	55.12	24.17	7.81	12.90	79.30

Question: This school promotes understanding among students from a variety of backgrounds.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2921	0.48	2.70	8.97	55.87	31.98	3.18	8.97	87.85
Middle	1335	1.12	9.29	14.38	57.15	18.05	10.41	14.38	75.20
High	1436	1.04	7.31	15.60	57.10	18.94	8.35	15.60	76.04
Overall	5692	0.77	5.41	11.91	56.48	25.42	6.18	11.91	81.90
				1999-2000			9.80	13.20	77.00
				1997-1998			10.00	13.50	76.50

Question: Students at this school are aware of effective ways to keep themselves from behaving violently.

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2930	1.06	7.88	20.31	54.85	15.90	8.94	20.31	70.75
Middle	1338	1.64	10.91	24.66	53.36	9.42	12.55	24.66	62.78
High	1418	1.20	9.03	30.47	49.86	9.45	10.23	30.47	59.31
Overall	5686	1.23	8.88	23.87	53.25	12.77	10.11	23.87	66.02

Question: Students at this school are aware of effective ways to react if they become a bystander to violence

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2892	1.21	9.54	38.45	41.84	8.96	10.75	38.45	50.80
Middle	1324	1.89	13.14	34.29	43.43	7.25	15.03	34.29	50.68
High	1423	1.76	12.58	41.95	37.39	6.32	14.34	41.95	43.71
Overall	5639	1.51	11.15	38.36	41.09	7.89	12.66	38.36	48.98

Question: Staff at this school have been made aware of the WAVE Safe Schools (Save A Friend) Tipline

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2898	12.42	25.64	39.92	16.77	5.24	38.06	39.92	22.01
Middle	1330	8.50	21.35	30.90	29.92	9.32	29.85	30.90	39.24
High	1426	7.01	21.25	34.01	30.29	7.43	28.26	34.01	37.72
Overall	5654	10.13	23.52	36.31	23.27	6.75	33.66	36.31	30.03

Question: Having Safe Schools anonymous telephone tipline for keeping schools/students safe is a good idea

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2916	1.03	1.82	24.42	44.62	28.12	2.85	24.42	72.74
Middle	1341	0.45	1.86	16.85	49.22	31.62	2.31	16.85	80.84
High	1432	0.14	1.61	15.78	48.81	33.66	1.75	15.78	82.47
Overall	5689	0.67	1.78	20.46	46.76	30.34	2.45	20.46	77.10

Question: Schools should teach the prevention of violence and substance abuse

		Answer Options					Combined Options		
2000-2001 Results	N	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2931	0.27	1.40	5.53	45.27	47.53	1.67	5.53	92.80
Middle	1335	0.97	1.95	4.64	43.75	48.69	2.92	4.64	92.44
High	1436	0.70	2.51	8.50	46.10	42.20	3.21	8.50	88.30
Overall	5702	0.54	1.81	6.07	45.12	46.46	2.35	6.07	91.58

Question: Violent behavior affects academic achievement in this school

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2912	18.58	28.23	12.33	18.85	22.01	46.81	12.33	40.86
Middle	1330	9.85	27.14	14.74	23.76	24.51	36.99	14.74	48.27
High	1439	10.70	36.34	15.71	19.39	17.86	47.04	15.71	37.25
Overall	5681	14.54	30.03	13.75	20.14	21.54	44.57	13.75	41.68

Question: The use of drugs and alcohol affects academic achievement in this school

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2911	38.75	31.40	11.30	6.56	11.99	70.15	11.30	18.55
Middle	1334	13.04	32.53	23.91	14.84	15.67	45.57	23.91	30.51
High	1435	4.67	20.70	23.34	31.22	20.07	25.37	23.34	51.29
Overall	5680	24.10	28.96	17.30	14.73	14.90	53.06	17.30	29.63
				1999-2000			48.70	21.50	29.90
				1997-1998			48.40	22.40	29.30

Question: Students who threaten or fight with other students are a serious problem at this school.

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2933	22.78	40.33	15.55	14.15	7.19	63.11	15.55	21.34
Middle	1338	10.54	38.64	18.68	22.50	9.64	49.18	18.68	32.14
High	1442	10.82	48.61	21.15	13.59	5.83	59.43	21.15	19.42
Overall	5713	16.89	42.02	17.70	15.96	7.42	58.92	17.70	23.38
				1999-2000			66.10	13.10	20.80
				1997-1998			61.40	14.70	23.90

Question: I spend too much instructional time disciplining students.

2000-2001 Results	N	Answer Options					Combined Options		
		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	DS/D	Uncertain	SA/A
Elementary	2921	12.84	37.83	8.83	25.61	14.89	50.67	8.83	40.50
Middle	1325	10.26	35.55	10.11	28.15	15.92	45.81	10.11	44.07
High	1420	12.89	43.24	9.79	21.62	12.46	56.13	9.79	34.08
Overall	5666	12.25	38.65	9.37	25.20	14.52	50.90	9.37	39.73
				1999-2000			45.70	11.30	43.00

Question: School is a safe place.

	Students N = 12,187			Parents N = 7,962			Staff N = 5,738		
	ES	MS	HS	ES	MS	HS	ES	MS	HS
Disagree	2.86	7.49	7.69	1.96	5.45	6.61	3.06	4.97	1.93
Undecided	11.96	24.79	22.96	5.28	13.20	17.21	4.66	10.24	7.95
Agree	85.18	67.72	69.35	92.75	81.35	76.18	92.29	84.79	90.11
# Responses	6504	3070	2613	4487	1947	1528	2943	1348	1447

Question: Rate this school in helping students learn reading skills.

	Students (N = 12,187)			Parents (N = 7,962)			Combined Totals			Total
	ES	MS	HS	ES	MS	HS	ES	MS	HS	
Poor	2.27	4.41	4.48	1.85	3.14	3.56	2.10	8.51	10.91	5.50
Fair	8.96	14.33	21.33	9.77	13.73	15.17	9.29	14.08	18.81	12.44
Good	40.49	48.01	51.23	43.46	53.7	55.41	41.70	50.34	52.94	46.16
Excellent	48.29	33.55	22.6	44.92	29.42	25.86	46.91	31.86	23.93	38.44
# Students	6474	3064	2602	4475	1944	1516	10949	5008	4118	20075

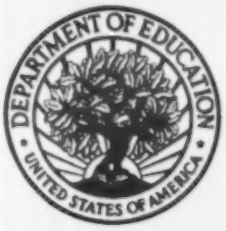
Question: Rate this school in helping students learn writing skills.

	Students (N = 12,187)			Parents (N = 7,962)			Combined Totals			Total
	ES	MS	HS	ES	MS	HS	ES	MS	HS	
Poor	2.63	3.85	4.27	2.75	3.66	4.14	2.68	8.24	11.20	5.82
Fair	11.66	12.6	17.47	13.07	15.98	18.36	12.24	13.98	17.83	13.82
Good	33.96	41.38	49.35	45.58	51.80	52.04	38.71	45.64	50.45	42.85
Excellent	51.75	42.17	28.91	38.6	28.56	25.46	46.38	36.61	27.50	40.06
# Students	6466	3064	2598	4469	1940	1520	10935	5004	4118	20057

Question: Rate this school in helping students learn math skills.

	Students (N = 12,187)			Parents (N = 7,962)			Combined Totals			Total
	ES	MS	HS	ES	MS	HS	ES	MS	HS	
Poor	2.55	3.8	7.87	2.48	3.97	5.88	2.52	8.48	18.87	7.35
Fair	7.29	11.58	21.18	11.23	13.51	17.31	8.90	12.37	19.60	11.95
Good	22.89	31.97	42.75	47.12	48.35	46.83	32.79	38.66	44.42	36.63
Excellent	67.27	52.65	28.2	39.18	34.18	29.99	55.79	45.10	28.93	47.64
# Students	6471	3056	2578	4472	1940	1514	10943	4996	4092	20031

TM034222



U.S. Department of Education
Office of Educational Research and Improvement (OERI)
National Library of Education (NLE)
Educational Resources Information Center (ERIC)

ERIC®

NOTICE

Reproduction Basis

☒ This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.

☐ This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").